

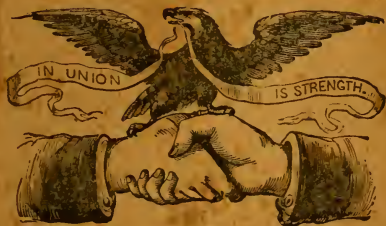
CONSTITUTION, RULES

AND

BY-LAWS

OF THE

Mule Spinners' Assoc'n



OF NEW BEDFORD, MASS.









CONSTITUTION, RULES

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OF NEW BEDFORD, MASS.



AFFILIATED WITH

NATIONAL MULE SPINNERS OF AMERICA  
UNITED TEXTILE WORKERS OF AMERICA  
AMERICAN FEDERATION OF LABOR

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## CONSTITUTION.

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This association shall consist of an unlimited number of members, who shall make 26 payments in not less than 26 weeks, previous to becoming entitled to its benefits, conform to its rules and pay all arrears from the time they enter. Members working broken weeks must pay dues weekly, otherwise the number of payments will be based on the number of weekly dues comprized in the total amount paid, but no member shall be entitled to benefits until he has paid a total of not less than \$10. Members must pay 52 full weeks to be entitled to the burial benefit. A joiner must pay 13 weeks spinner's dues to be entitled to spinner's benefits. In like manner a piecer or doffer must pay 13 weeks joiner's dues, and a back-boy 13 weeks doffer's or piecer's dues to be entitled to the higher benefits.



## RULES.

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### TITLE OF ASSOCIATION.

1. That this association shall be denominated the Mule Spinners' Association of New Bedford, and a Branch of the National Mule Spinners of America.

### GOVERNMENT OF ASSOCIATION.

2. This association shall be governed by a President, Vice-President, Secretary, Treasurer and twelve members who shall constitute a Committee of Management and exercise a general control over its affairs and property. Members of the Executive Committee shall be elected to serve for twelve months. Three members shall be elected every three months, alternately from the north and south ends of the city. No one mill shall be allowed two members on the Committee at one and the same time.

## ELECTION OF OFFICERS.

3. The President, Vice-President and Treasurer shall be elected at the December and June meetings, and take office the first meetings in January and July; they shall remain in office for a period of six months, and shall be eligible for re-election—the election to be by ballot. Nominations for all offices shall be made at the general meeting preceding that at which the elections are held.

## THE PRESIDENT'S DUTIES.

4. The President shall superintend the working of the association; take the chair at all meetings of the committees or general meetings of this association. In his absence the Vice-President shall preside. Should both these officers at one time be absent, the senior member of the committee will preside. In all cases he shall insist on the laws being strictly and impartially enforced.

## SECRETARY'S DUTIES.

5. The Secretary of this association shall, under the direction of the Committee of Management, conduct all correspondence, preserve all letters, enter correctly minutes of meetings, and make the same known to all whom it may concern; attend at the association's rooms every Saturday evening from

6 to 8 o'clock, for the purpose of taking members' contributions; he shall also make an account of income and expenditure at each monthly meeting; prepare his books for the Auditors, and transact such other business as the Committee of Management may direct; and shall, if required, give a semi-monthly report to the committee of the financial condition of the association, and shall retain his office so long as he gives satisfaction.

#### TREASURER'S DUTIES.

6. The Treasurer shall receive and pay all moneys belonging to the Society, and keep an account of the same in a book provided for that purpose. He shall preserve all deeds, documents, etc., and shall also produce all receipts for the inspection of the Auditors, and hold such moneys as the committee deem advisable.

He shall also see that no discount be paid Collectors who are in arrears, and that all fines are properly imposed.

#### DUTIES OF COMMITTEE AT EVERY MEETING.

7. The duties of the Committee shall be to meet in the society's rooms every first and third Monday evening to watch over the society's finance; see that the books and documents are properly kept;

attend to all shop meetings when necessary in case of disputes; also for the purpose of soliciting non-payers, discuss all matters of importance, and refer all cases of doubtful nature to the decision of a general meeting; provide all books, papers, etc., for the officers; also the requisites for the meeting room. They shall at all times have the power to call special meetings when necessary, and shall be guided for the welfare of the society in the discharge of their duties by a strict observance of the rules.

#### MEMBERS OF THE COMMITTEE NEGLECTING TO ATTEND.

8. Any member elected to serve on the committee neglecting to attend three meetings in succession, the general meeting following shall elect another in his place, unless satisfactory reasons be adduced for his absence.

#### ELECTION OF TRUSTEES.

9. That three trustees shall be appointed at the general meeting, and remain in the office so long as they give satisfaction to the association, but should a vacancy occur at any time, the same shall be filled at the next general meeting.

## ELECTION AND DUTIES OF AUDITORS.

10. Two Auditors shall be elected by the general meeting, to serve for twelve months. One shall be elected every six months, they retiring according to seniority. Their duty shall be to give a fair and impartial report of the accounts; they shall have access to and possession of the books when they deem it advisable, should the welfare of the association require it.

## MEMBERS' DUES.

11. Members of this association shall be required to pay dues according to the number of days worked, as follows: One day, 10 cents; two days, 15 cents; three days, 25 cents; four days, 35 cents; five days, 50 cents. Joiners shall pay not less than 25 cents. Doffers and back-boys, 15 and 10 cents per week, respectively.

## DUTIES OF COLLECTORS.

12. The members in each mill shall appoint a competent person to collect their dues, whose duties it shall be to bring them to the office of the association on Saturday night, between the hours of six and eight o'clock, and have them entered in the association's books.

Collectors shall pass the due book to all members not less than once in four weeks.

Collectors who are in arrears shall receive no discount until arrears are paid in full.

Collectors must settle for all moneys collected, when presenting book to Secretary.

Collectors shall report with their collections not less than once in four weeks; failing to so report they shall be fined 25 cents for the first week, and failing to report for six weeks or over he shall be fined \$1.

#### INVESTMENT.

13. The surplus funds of this association shall be deposited in bank or savings institution, or put out at interest on such conditions as the members at a general meeting, notified for that purpose, may decide.

#### WITHDRAWAL OF MONEY.

14. No sum larger than \$500 shall be withdrawn by the Treasurer or Trustees without a note signed by the same and countersigned by the President and Secretary.

#### GENERAL MEETINGS — WHEN HELD.

15. A general meeting of this association will be held on the third Tuesday in each month, to hear

from the committee a report of the progress of the association, and to transact such other business in accordance with the Constitution as it may deem necessary. All members failing to attend such meetings shall have no right whatever to demur at the proceedings.

#### LAWS SETTLING DISPUTES.

16. Should a dispute arise in any mill between members of this association and their employers, relative to any grievance that may exist, it shall be the duty of the men aggrieved to try every legal means to obtain their rights; but should they fail, then they shall acquaint the committee with the question in dispute, and on its being ascertained that the men have sufficient cause of complaint, the Secretary or a deputation authorized by the committee shall wait upon their employers, with a view of getting their grievances removed; and in the event of both parties failing to obtain redress, then the case shall come before a special general meeting called for that purpose, and if a strike is ordered, a levy shall be laid if deemed necessary, adequate to properly support the men, but no strike shall be recognized as legal that has not taken the course as directed above. .

## ALLOWANCE FOR STRIKERS.

17. That should any member or members receive notice from the committee or general meeting to strike, the amount of support that such member or members shall receive until such strike is declared at an end shall be decided by a general meeting called for that purpose.

## ACCIDENT RULE.

18. Should any member of this society meet with an accident while following his ordinary occupation, so as to be disabled from following the occupation of a mule spinner in the future, he shall notify the Secretary of said accident immediately. Failing to notify him within two weeks, he shall lose all claim under the rule. Having properly reported and having satisfied the committee that he will not again be able to follow his employment as a mule spinner, he shall receive the sum of \$150 in addition to the \$100 paid by the National Union. But no benefit shall be paid where accident was the result of cleaning or oiling the machinery while in motion. Any member receiving money under the rule must sign a statement agreeing to pay the same back should he again go spinning.



## VICTIMIZED LAW.

19. That no member of this association shall be considered a victim, unless discharged from his employment for standing in defence of his rights; such as resisting injustice, or incroachments upon his wages, by any unfair means, or acting as collector in the mill where he is employed, or for the performance of any duty he may be appointed to perform, by the committee, general meeting, shop meeting, or deprived of work at the termination of a strike or lockout, for any active part he may have taken therein. And upon evidence being produced satisfactory in any of the above cases he shall be declared victimized, and shall receive from the funds of the association five dollars (\$5.00) per week, for 13 weeks, and 25 cents additional for each child under ten years of age. Under no pretence whatever can any member be considered victimized who leaves work on his own accord, or is forced to leave his employment contrary to the true intent and meaning of the law. Should a victimized member wish to leave the city, a grant of \$25.00 shall be allowed him, but he must make application for said grant inside of four weeks after being victimized, and if he is reinstated within three months to his former position he shall refund the \$25.00 to the association.

## STOPPAGE RULE.

20. Should any member be thrown out of employment through the stoppage of machinery he shall receive pay for a period of thirteen weeks—should he be out of employment for that length of time. No member, however, shall receive pay under this rule until he has lost six consecutive working days, but the seventh and all succeeding working days lost shall be paid for proportionately. Except, that after the second week of stoppage, which is the first week paid for, no member shall receive pay for any week in which he works three or more full days.

2. Schedule of payment:—

Members paying 50c per week,	shall receive	\$5.00
“ “ 25c “ “ “ “		3 00
“ “ 15c “ “ “ “		2.50
“ “ 10c “ “ “ “		2.00

3. Members who work two full weeks shall be declared off the books, and before again being entitled to pay must lose 7 or more full working days as per section 1.

4. Steady spinners whose mules are not running must not work spare to the exclusion of hired spare spinners.

5. Spare spinners shall not be entitled to pay under this rule, unless they have been hired not less than four weeks and have worked one or more days.

6. Holidays shall be considered working days.

## FUNERAL BENEFITS.

21. That upon the death of any spinner who has made 52 payments to this association, his next of kin shall be entitled to the sum of one hundred dollars, and upon the death of a spinner's wife said spinner shall receive fifty dollars. In like case a joiner's next of kin shall receive fifty dollars, and upon the death of a joiner's wife said joiner shall receive \$25.00. The benefits in case of doffers shall be \$30.00, and that of back-boys \$20.00.

## RELATING TO BURIAL FEES.

22. Should any member be laid off through sickness, old age, or any other cause except strikes, stoppages, victimizing or accidents, he shall remain on the books for thirteen weeks after losing said employment, but after the expiration of that time, in order to be entitled to the benefit of the burial fee, he shall have to pay the sum of ten cents per week; failing to do so, he shall not be entitled to said burial fees.

The payment of 10 cents per week shall also entitle any member retiring from spinning to full benefits immediately upon his returning to his trade as a spinner.

## GRANTS AND HOW THEY ARE TO BE MADE.

23. No money shall be paid from the funds of this association to any member other than is provided by the benefit laws. No grants shall be paid outside parties asking assistance, unless said parties were organized previous to striking. In no case shall a grant of money at one meeting exceed twenty-five dollars but the members of the association shall have power to make four grants in one month, if they deem it expedient, at general meetings called for that purpose.

## ARREARS.

24. Any member being four weeks or over in arrears shall not be entitled to the benefits of this association until they have brought their arrears below four weeks and stood over a like period.

## FAILING TO CLAIM BENEFITS.

25. Any member having claims to the benefits of this association, and failing to make application for the same to the Secretary or Committee-man within two weeks from the time such benefits should commence, he shall not be entitled to any benefits for such week, and shall only receive pay afterwards from the time of application. Should any member from physical causes be unable to

attend the committee meeting his application will be accepted from the Committee-man or Collector of the room.

#### MEMBERS ON PAY REFUSING TO WORK.

26. Should any member who is in receipt of victimized pay be offered work as a mule spinner, and refuse to accept it, he shall immediately be struck off pay, or if he commences to work sick and leaves on his own account before the steady spinner returns, he shall be struck off pay, unless he can give satisfactory reasons for doing so. No member shall be required to work for a spinner who does not belong to the association.

#### MEMBERS EMPLOYED AT OTHER OCCUPATIONS.

27. That in the event of any member commencing to work as a second hand, or laboring on mules temporarily, he shall have to pay his contributions as if spinning, to entitle him to the association's benefits.

#### TEMPORARY EMPLOYMENT.

28. Any member who is in receipt of pay from the funds of this association shall have one day's pay deducted from the same for each day's temporary employment.

## COMMITTEE FEES — WHEN STOPPED.

29. Any member serving on the committee and being in arrears with the association shall have his committee fees stopped, the same to go towards reducing his arrears until he is straight on the books.

## MEMBERS IN ARREARS CLAIMING BENEFITS.

30. Any member claiming the benefits of this association, and being in arrears, shall, if he be financial, have the amount of his arrears deducted from the first money he may be entitled to receive.

## DEFRAUDING MEMBERS.

31. Any member having defrauded this association shall forfeit all claim thereto, and if again admitted to membership must have the sanction of a general meeting and start over as a new member.

## VOTING ON STRIKES.

32. That all votes relating to strikes shall be by ballot, the ballots to be prepared by the Secretary, and in all cases it shall require a two-thirds vote of the members present to legalize a strike. No member shall be allowed to vote who is working for a mill

that may be requesting permission to strike work, and no spare spinner shall be allowed to vote who is not a financial member.

#### EXPULSION OF MEMBERS.

33. No member can be expelled from this association without a two-thirds vote of the members present voting in the affirmative, and at least one week's notice must be given said member of his intended expulsion.

#### CIRCUMSTANCES NOT PROVIDED FOR.

34. That if at any time a circumstance should occur for which no provisions are made in the foregoing rules, the same shall be brought before the committee, and after a proper investigation it shall be announced in the circular calling the general meeting, and whatever the majority of the meeting may determine the same shall be final and equally as binding as though a rule had been made bearing expressly on that point.

#### ALTERATION OF LAWS.

35. Any member wishing to alter or rescind any rule must notify the President of the same, who will cause the notice to be mentioned in the

quarterly report, and it will require a five-sixths vote to alter or rescind any rule.

SALARIES OF OFFICERS AND SCHEDULE OF PRICES  
FOR COMMITTEE-MEN, AUDITORS, DEPUTATIONS,  
SUNDAY MORNING VISITING AND COLLECTING  
CONTRIBUTIONS.

36. Secretary, permanent officer, \$16 per week.  
President, \$2 per month.  
Vice-President, \$1 per month.  
Treasurer, \$10 per month.  
Committee-men, 20 cents per meeting.  
Auditor's fee, 50 cents per audit.  
Deputation, 25 cents each.  
Sunday morning visitations, 50 cents each.  
Collecting contributions, 5 per cent. of amount collected.

Members who lose time by doing work authorized by the committee or general meeting shall receive \$3.00 for every day lost.

DISSOLVING THE ASSOCIATION.

37. This association shall not be dissolved while there are twenty-one members. In the event of there being less than that number, and they desiring to dissolve, one month's notice shall be given and a special meeting called for that purpose. It shall



require an affirmative vote of two-thirds of the members present to legalize dissolution.

#### RUNNING OVERTIME AND NIGHT WORK.

38. It is an established economic fact that in countries where the hours of labor are least the wages are highest, and that the hours of labor have been reduced in the same proportion as civilization has advanced. And being an association whose fundamental principles are the reducing of the hours of labor and the maintenance and advancement of the wages of our members, we believe therefore that to work overtime, either for the recovery of lost time or otherwise, or shall work during the night, or any part of the time allowed for meals, shall be considered to be acting illegally and contrary to the rules and principles of the association. Any member who may lose his situation for acting in accordance with this law by refusing to work overtime for any cause whatever, shall be entitled to the same benefits as members brought out on strike. Members not acting in accordance with this law shall forfeit all claims upon the funds of this association for which the rules provide.

## RULES AND BY-LAWS.

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1. At the appointed time the Chairman shall call the meeting to order.

2. During the hours of meeting no member will be allowed to leave the room except on special business.

3. Every member when he rises to speak shall address the chair, and while speaking he shall confine himself to the question.

4. Should two or more rise to speak at the same time, the chair shall decide who is entitled to the floor.

5. No member shall interrupt another in his remarks, unless to call him to order for words spoken, or for the purpose of explanations.

6. If a member while speaking be called to order, he shall, at the request of the chair, take his seat until the question of order is determined, when, if permitted, he may proceed again.

7. A member shall not speak more than once on the same subject or question, until all who wish to speak shall have had an opportunity to do so, nor more than twice without permission from the meet-

ing, nor any longer than ten minutes at one time, except the mover of a motion, who shall be allowed fifteen minutes to reply.

8. A question shall not be subject to debate until it has been seconded and stated from the chair, and it shall be reduced to writing at the request of any member.

9. When a question is before the house no motion will be in order, except to adjourn; lay on the table; for the previous question; close debate; postpone definitely; postpone indefinitely; commit, or re-commit; to ammend. Which motions shall severally have precedence in the order therein arranged, no debate being allowed on the first four.

10. On the call of seven members, debate shall cease and a vote be taken on the motion or question under debate.

11. A motion for re-consideration shall not be received unless made in the same session by a member who voted in the majority.

12. Any member who shall misbehave himself in the meeting, or disturb the order or harmony thereof, either by abusive, disorderly or profane language, or shall refuse obedience to the presiding officer, shall be admonished for his offence from the chair, and if he offend again shall be excluded from the room, for the session, and afterwards dealt with as the meeting may determine.

This Price List went into effect Dec. 7, 1903.

No.	No.	No.	No.
1 504	31 354	61 436	91 518
2 496	32 354	62 437	92 520
3 488	33 354	63 438	93 523
4 480	34 353	64 439	94 524
5 472	35 353	65 440	95 525
6 464	36 352	66 442	96 526
7 456	37 358	67 444	97 528
8 448	38 369	68 447	98 530
9 440	39 380	69 449	99 531
10 440	40 385	70 451	100 534
11 440	41 387	71 454	101 535
12 440	42 389	72 458	102 536
13 385	43 392	73 461	103 537
14 385	44 394	74 463	104 538
15 385	45 396	75 468	105 540
16 385	46 398	76 472	106 541
17 358	47 400	77 476	107 542
18 358	48 403	78 481	108 545
19 358	49 405	79 485	109 546
20 358	50 407	80 490	110 547
21 358	51 410	81 492	111 549
22 358	52 411	82 494	112 550
23 358	53 414	83 496	113 551
24 358	54 416	84 498	114 552
25 356	55 418	85 501	115 554
26 356	56 421	86 504	116 557
27 355	57 425	87 507	117 559
28 355	58 428	88 510	118 561
29 355	59 431	89 514	119 562
30 354	60 435	90 517	120 563

04.99 per hour or \$2.90 per week will be deducted for back-boy's pay.

Spinners spinning from combed cotton to be paid 3 numbers less.

An allowance of 5 per cent on these prices will be made when spinning with warp twist.

This Price List went into effect April 7, 1902.

No.		No.		No.		No.	
9	484	37	394	65	484	93	575
10	484	38	406	66	486	94	576
11	484	39	418	67	488	95	577
12	484	40	423	68	492	96	579
13	423	41	426	69	494	97	581
14	423	42	428	70	496	98	583
15	423	43	431	71	499	99	584
16	423	44	433	72	504	100	587
17	394	45	436	73	507	101	588
18	394	46	438	74	509	102	590
19	394	47	440	75	515	103	591
20	394	48	443	76	519	104	592
21	394	49	445	77	524	105	594
22	394	50	448	78	529	106	595
23	394	51	451	79	533	107	596
24	394	52	452	80	539	108	599
25	392	53	455	81	541	109	601
26	392	54	458	82	543	110	602
27	390	55	460	83	546	111	604
28	390	56	463	84	548	112	605
29	390	57	467	85	551	113	606
30	389	58	471	86	554	114	607
31	389	59	474	87	558	115	609
32	389	60	478	88	561	116	613
33	389	61	480	89	565	117	615
34	388	62	481	90	569	118	617
35	388	63	482	91	570	119	618
36	387	64	483	92	572	120	619

\$3.25 per week will be deducted from spinner per pair mules and paid the "back-boy."

Boy will be paid from office for all time the mules are stopped for temporary repairs.

For fractional parts of numbers, if less than half a number the next lower price will be paid, when over half a number the price of the next higher number will be paid.

Combed yarn will be paid 3 numbers less than uncombed, but the weight shall be figured by the actual size.

ORDER OF BUSINESS.

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1. Reading of Minutes.
2. Financial Report.
3. Reading of Correspondence.
4. Report of Committees.
5. Unfinished Business.
6. New Business.
7. Election of Officers.
8. Adjournment.

The business of this association shall be conducted under the parliamentary rules as laid down by Cushing's Manual.



